

Supporting Employers

- **Helping workers with injuries or illness return to work**
- Providing expert guidance & best practices to physicians
- Ensuring good communication between HR, managers, employees and physicians
- Advanced assessments and support for employees



Rapid return-to-work after injuries and illness can save businesses millions

Total annual cost of **chronic illnesses** alone on *productivity* estimated to be \$84 billion²

Total cost of **workplace injuries** to business (*wage and productivity losses*): \$47 Billion³

Time lost due to work-related injuries was 103,000,000 days lost in 2021 ³

HR time dedicated to paperwork, managing claims, finding alternate work options

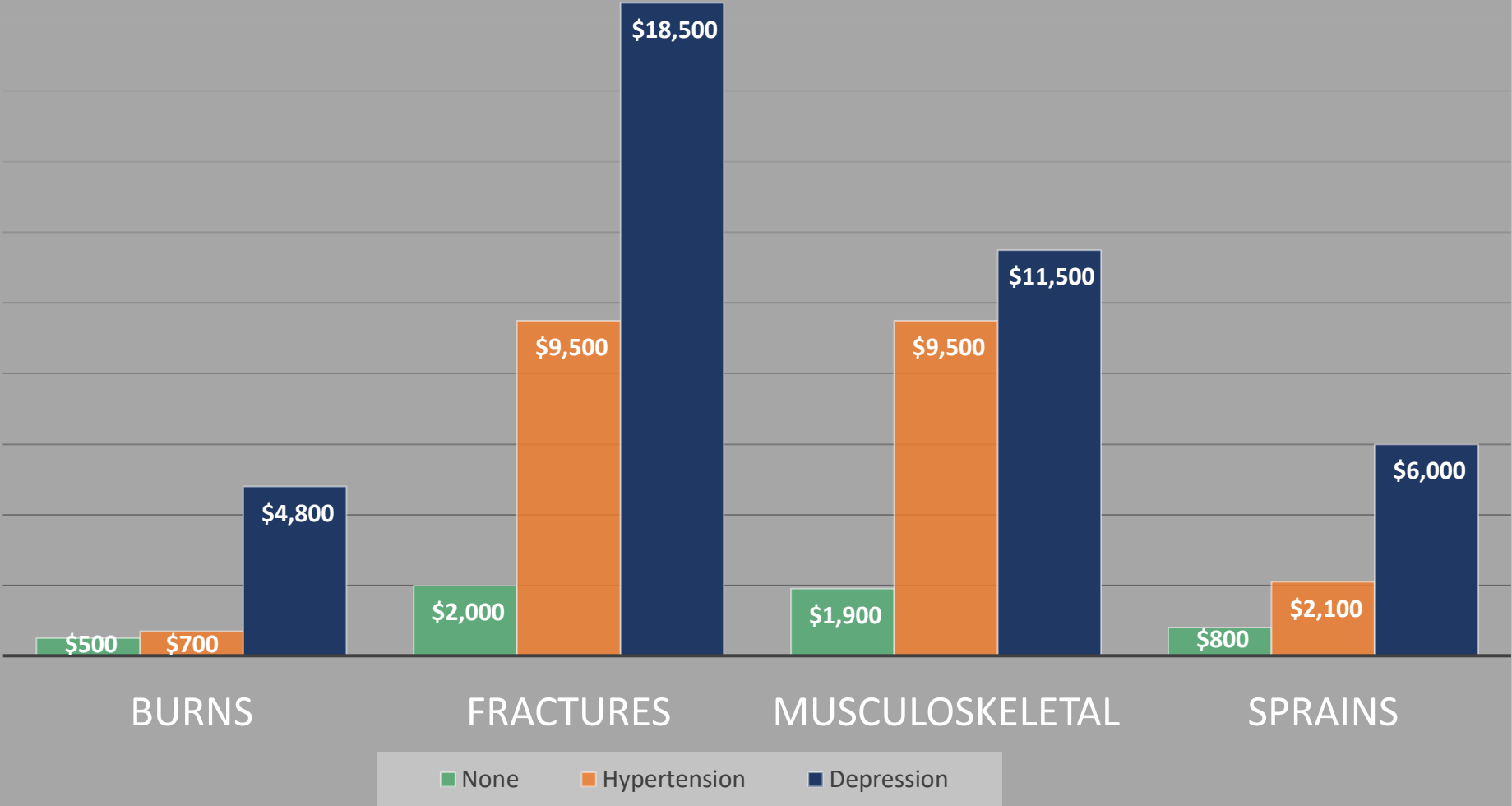
Turnover, rehiring, and retraining costs

¹ Hemp, Paul. Presenteeism: At Work—But Out of It, Harvard Business Review, October 2004

² Gallup-Healthways Well-Being Index

³ National Safety Council

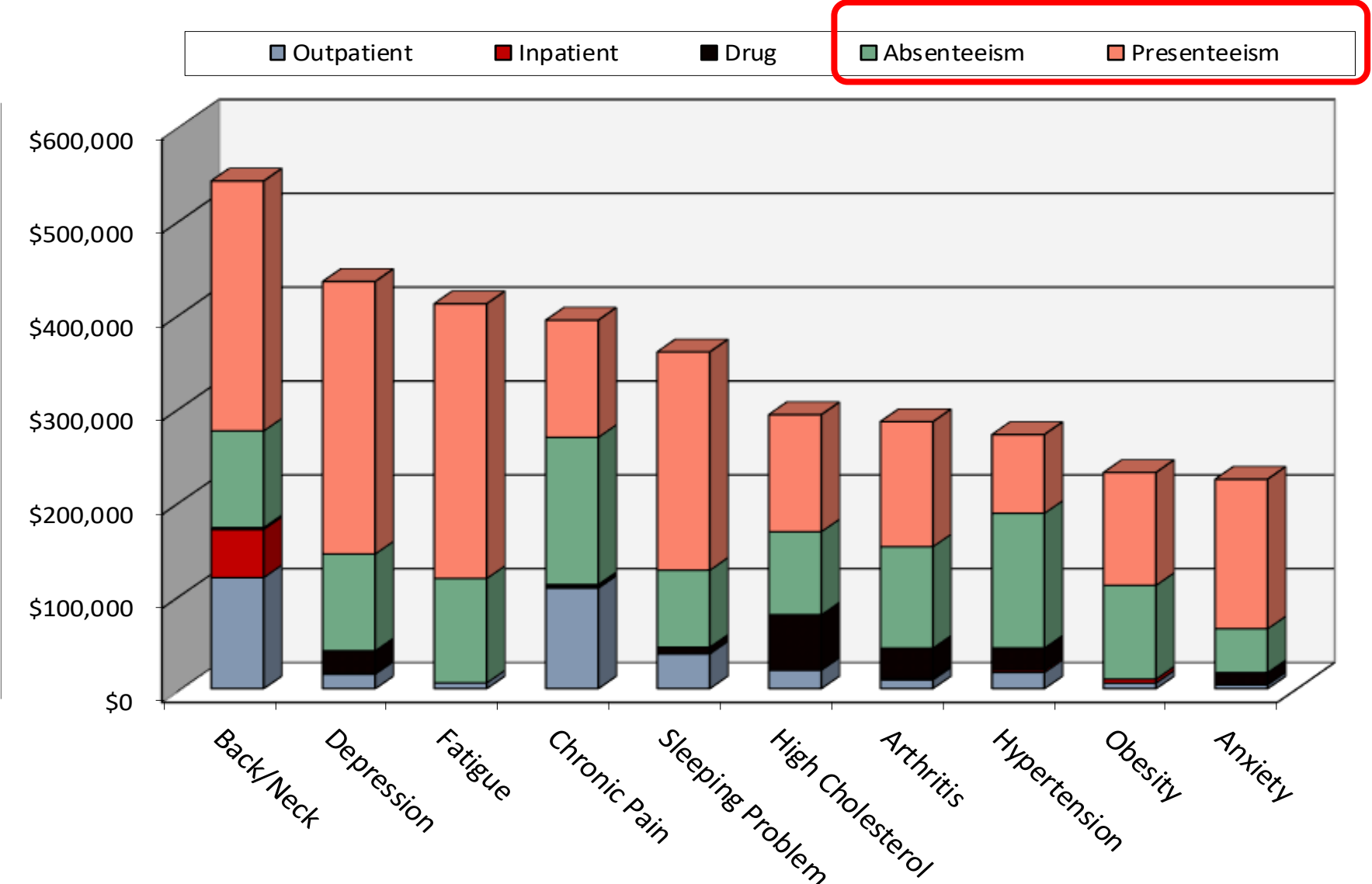
Comorbid Stress & Depression Significantly Add to Workers' Comp Costs



Coventry Workers' Comp Services study, "Exhibit A: Median 12-month Medical Allowed Amount by Complicating Condition & Injury Classification." December 2010. Retrieved from <http://www.workcompwire.com/2010/12/impact-of-comorbid-conditions-on-workers-compensation-medical-costs-2/>

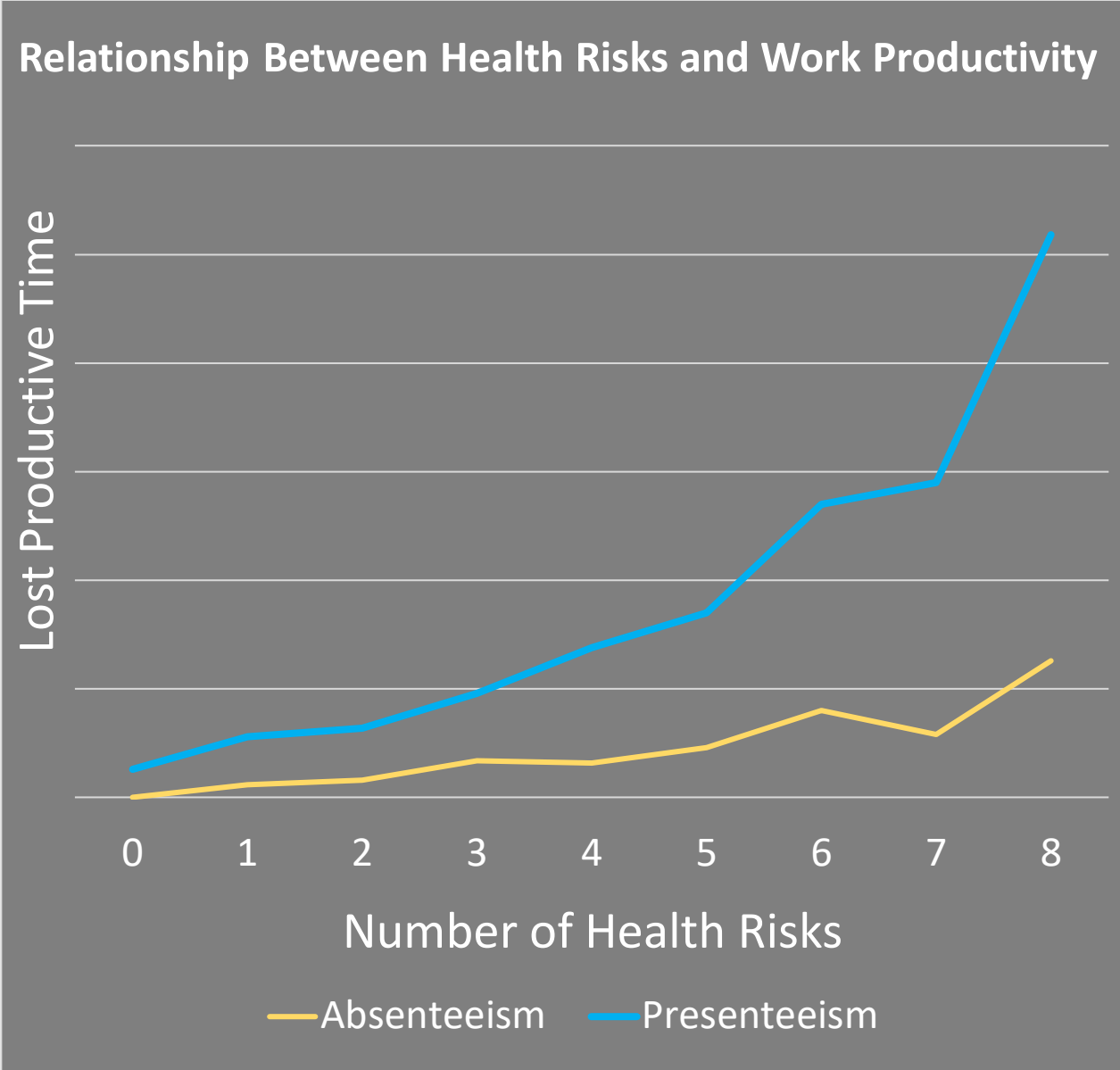
Most Expensive Components of Medical Conditions

Annual *total* cost per 1000 employees among four employers (N=15,380)



Loepke et al., JOEM 2007

A healthy workforce is a more productive workforce



Workplace Mental Health Today

Increased Attrition



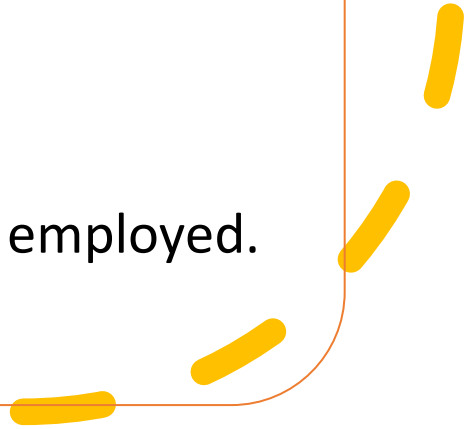
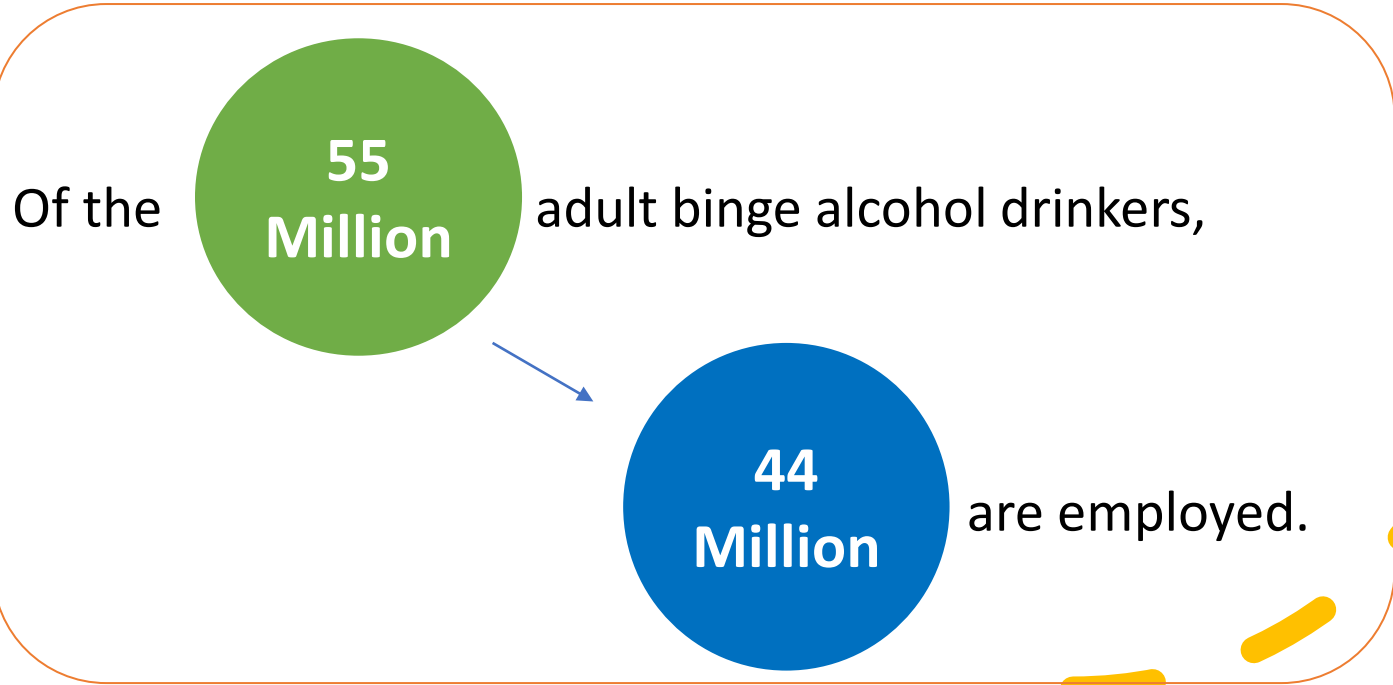
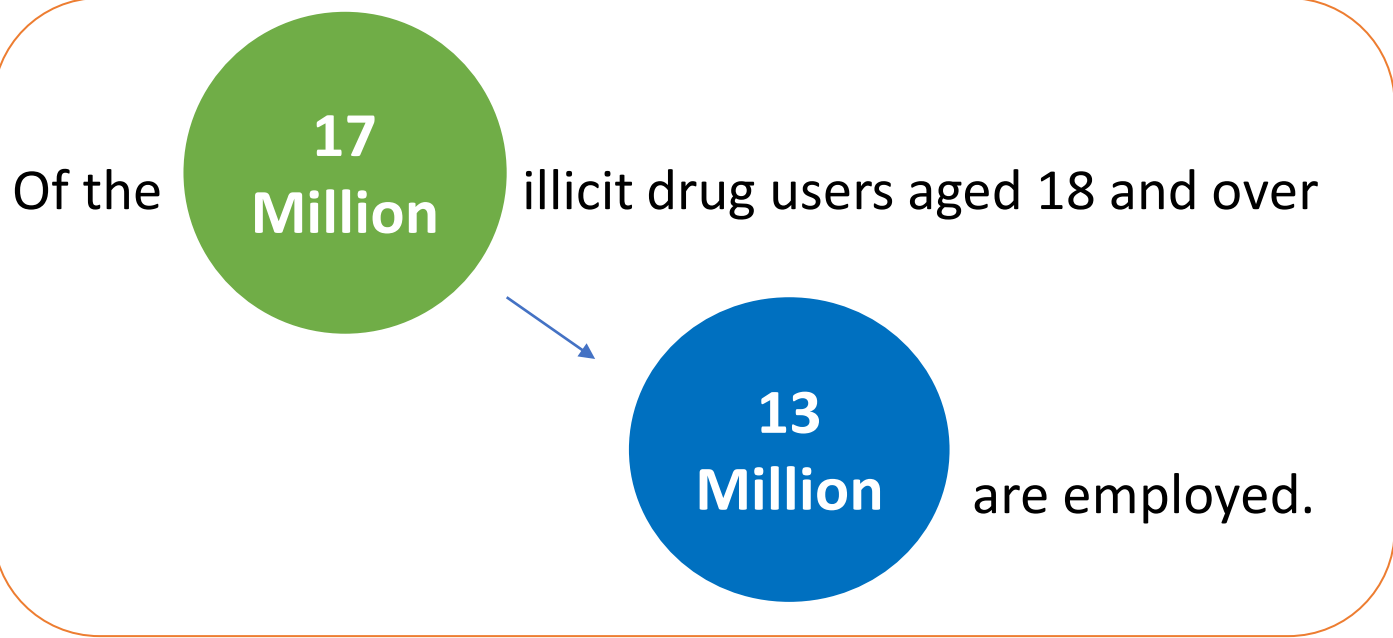
- 68% Millennials left their jobs for mental health reasons in 2021
- 81% of Gen Zers left roles for mental health reasons in 2021

High Prevalence

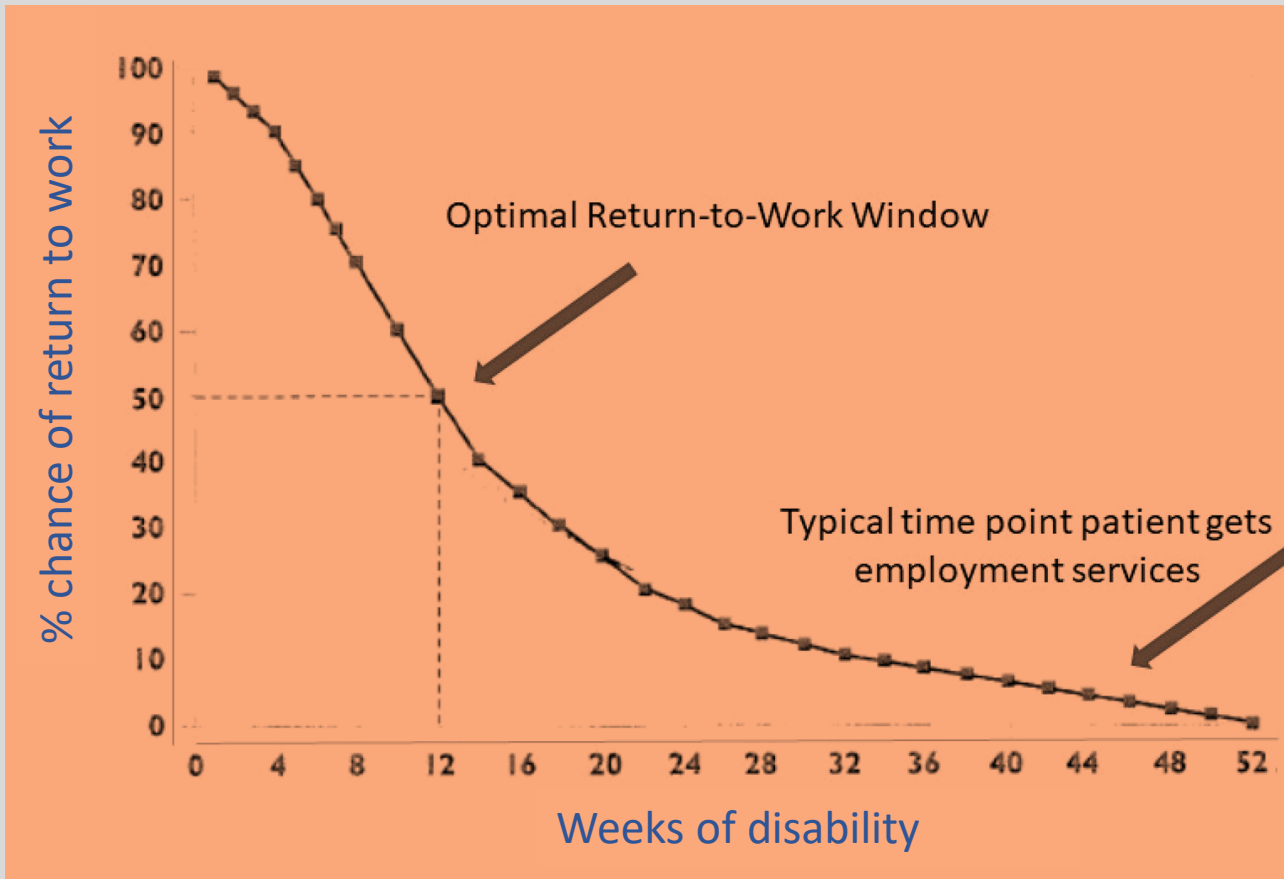


- 76% reported at least one symptom of a mental health condition in past year

Substance use disorders in the workplace



Why early return to work is essential



If workers with an injury or illness do not return to work after 12 weeks, they have less than a 50% chance of ever returning

(Guilford Group Ltd., 1995)

Costs of retained worker vs hiring new worker

Retained worker costs:

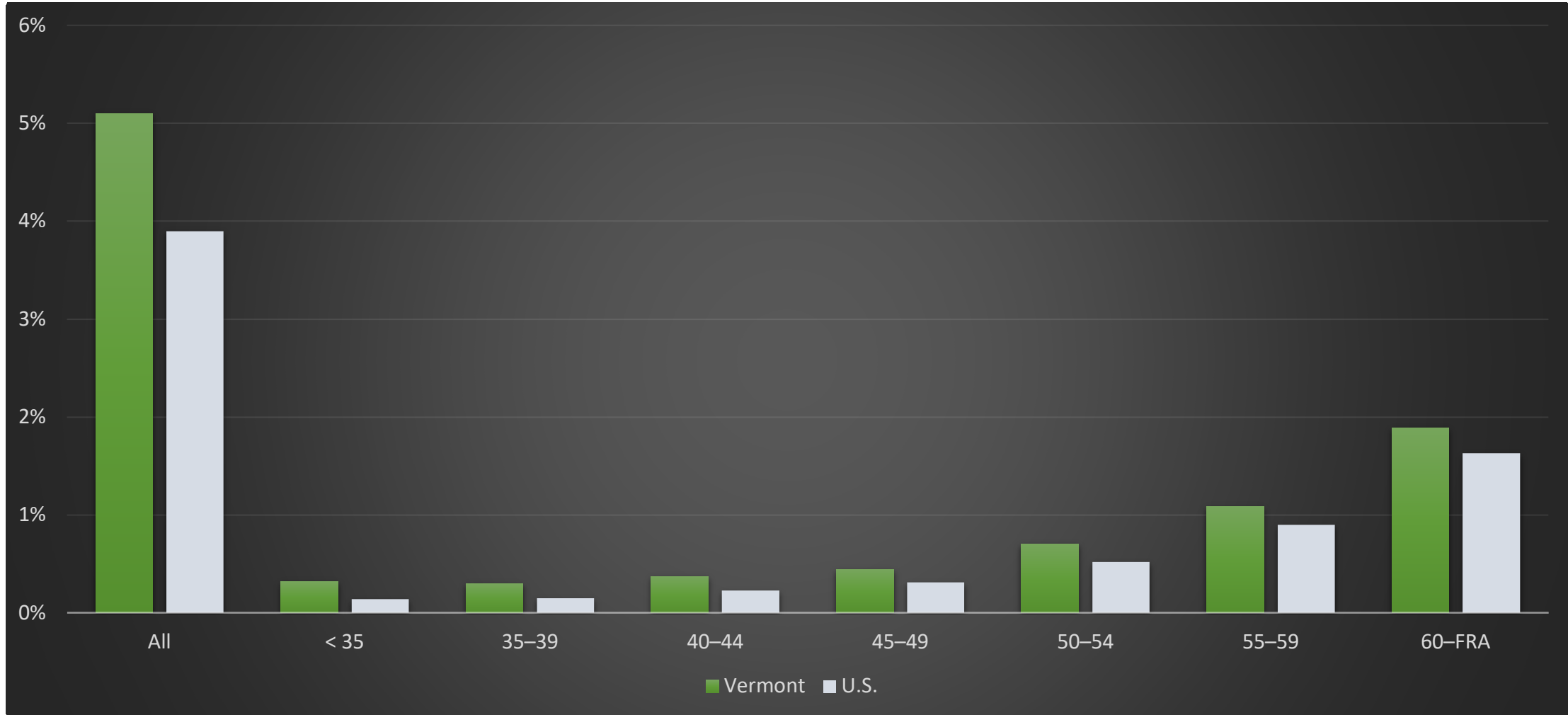
- Retain valued, qualified, and trained employees
- One-time accommodations usually cost less than \$500
- Sustain full productivity



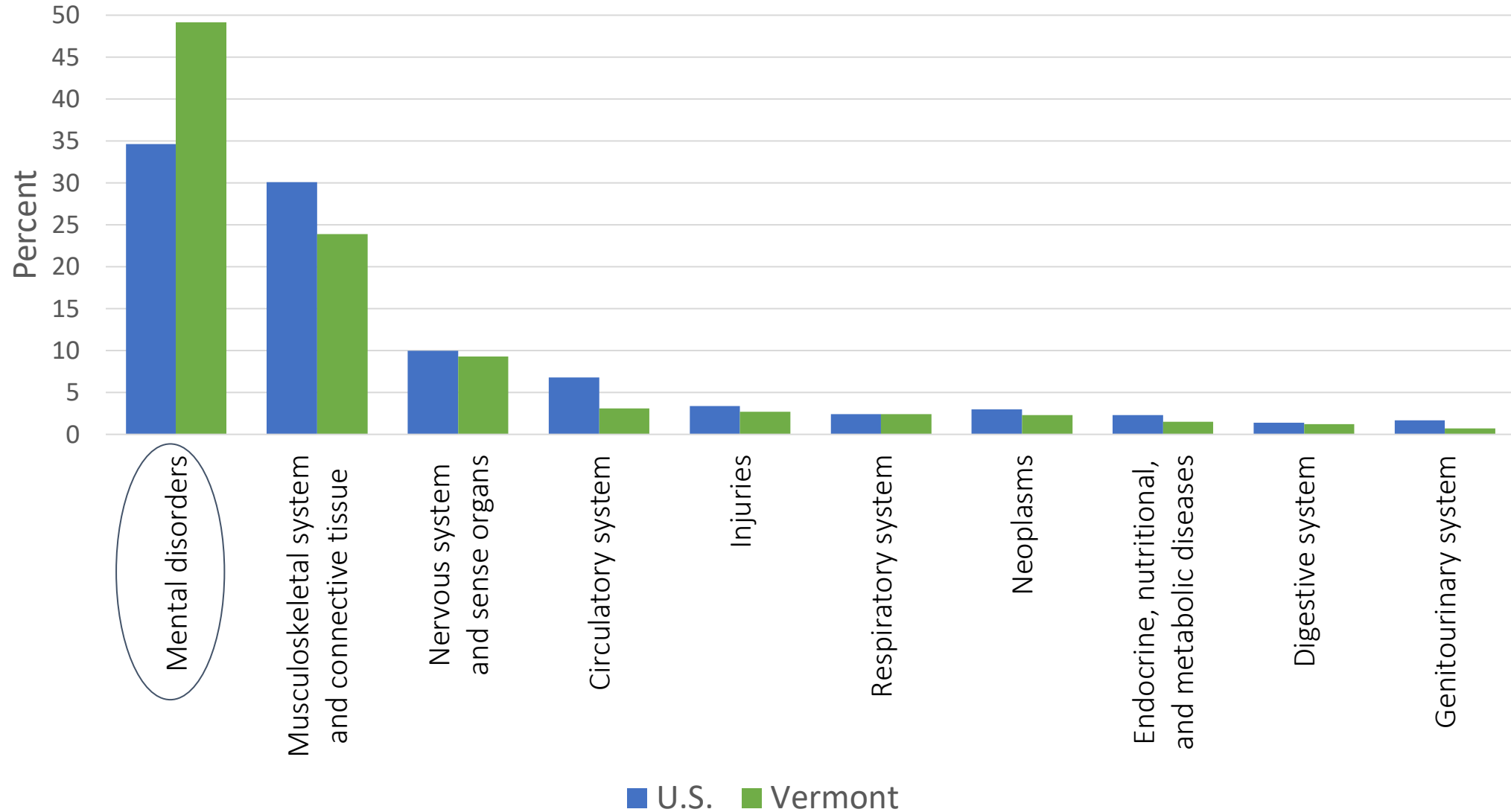
New-hire costs:

- 36 to 42 days to hire
- \$4,425 is the average cost to hire
- 12 weeks for a new hire to reach full productivity

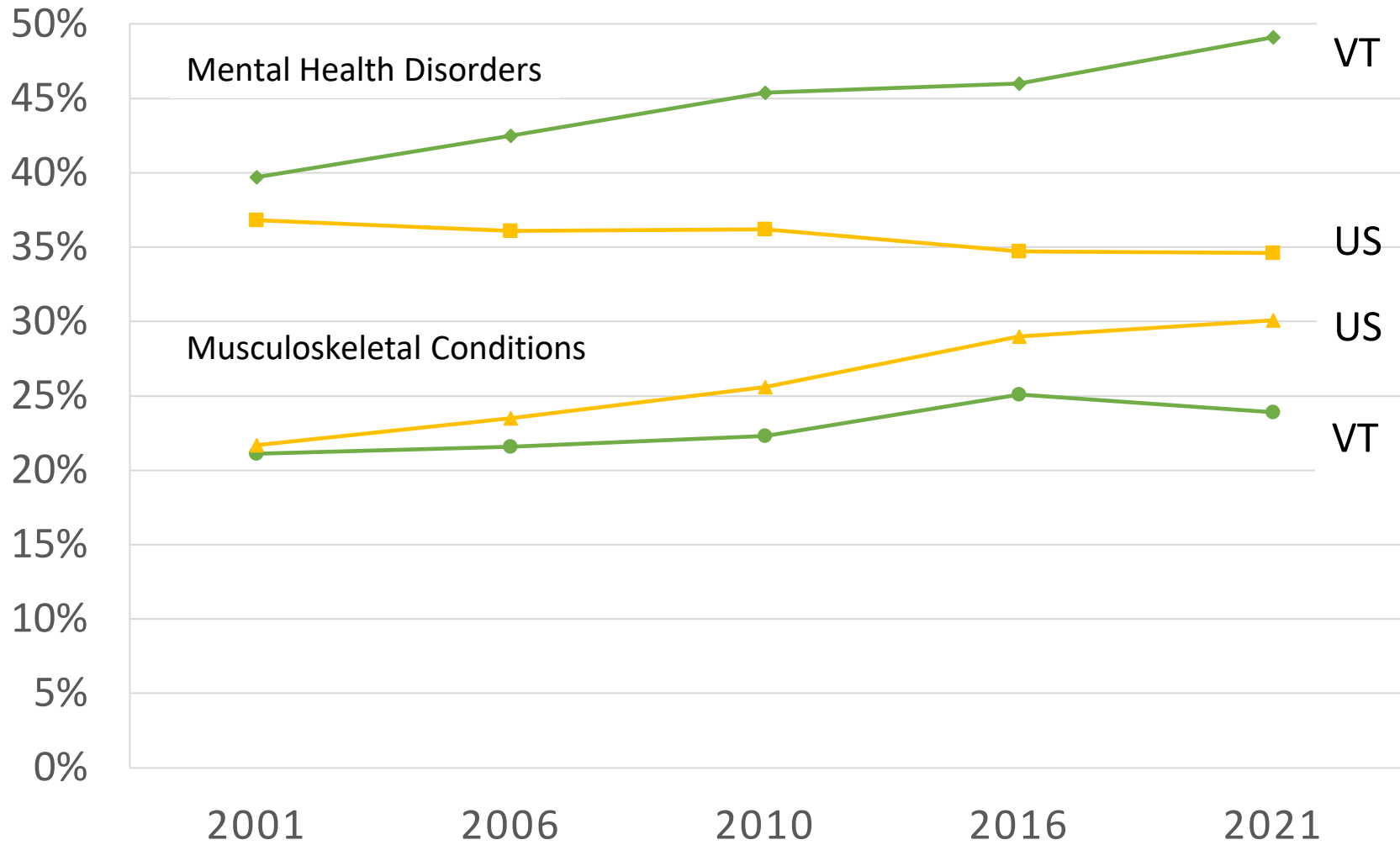
% workers on SSDI by age



Top 10 diagnoses of Vermont versus U.S. SSDI beneficiaries



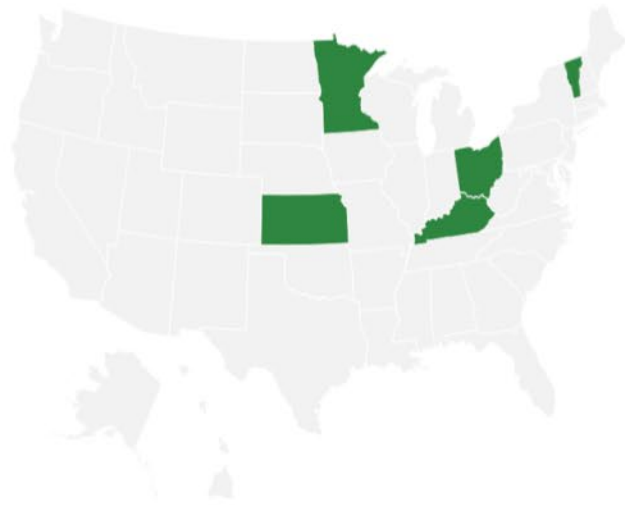
SSDI beneficiaries eligible on basis of mental health disorders or musculoskeletal conditions



Source: SSA, Annual Statistical Report on the Social Security Disability Insurance Program, various years, Table 11.

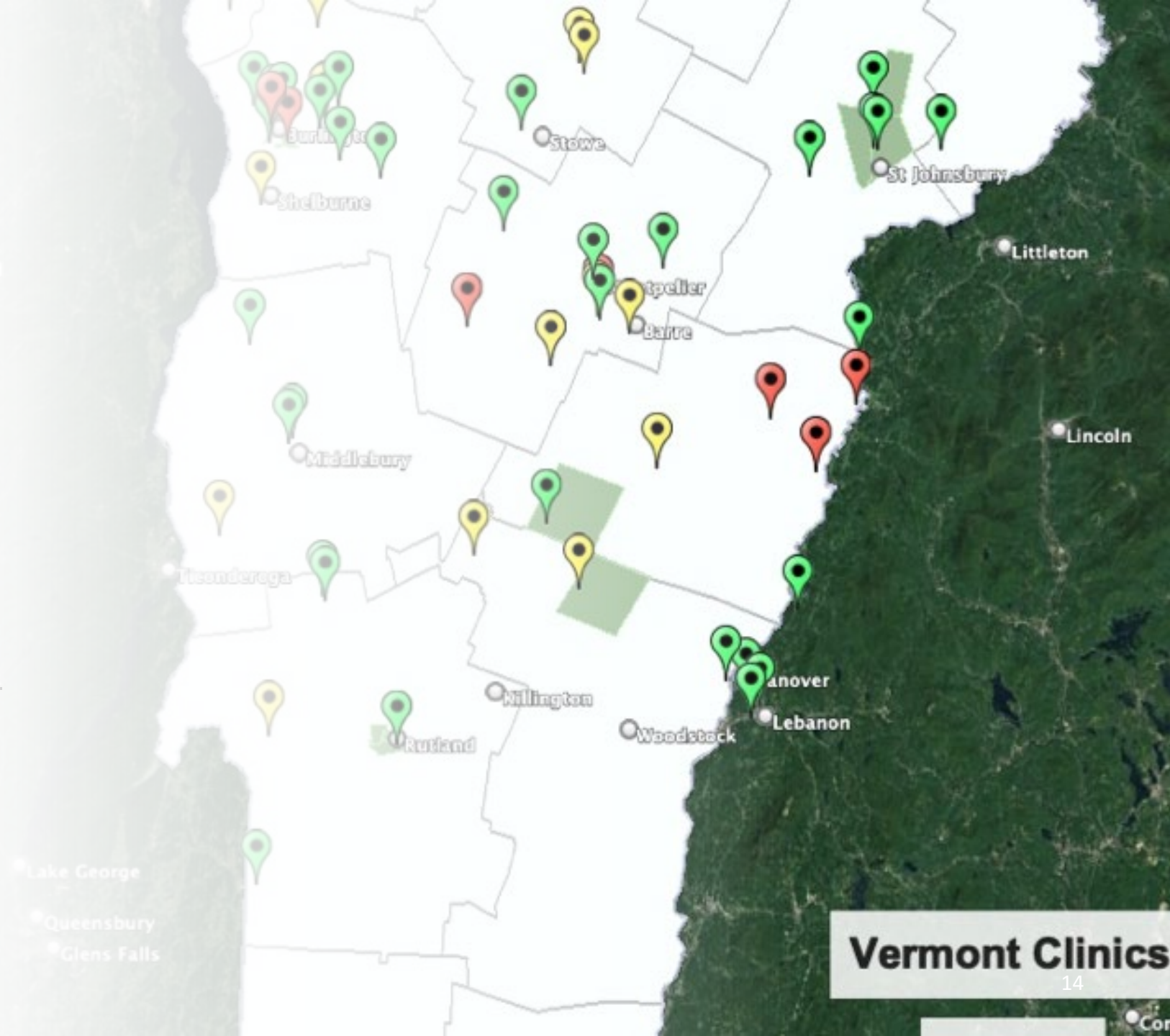
RETAIN Overview

- Retaining Employment and Talent After Injury/Illness Network
- US DOL and SSA



The goal of RETAIN is to improve coordination of health and employment services to promote early return to work among workers with any type of injury or illness.

Approx. 90
participating
primary care clinics
Randomly assigned
to treatment or
control



VT RETAIN filling key gaps for workers, employers, and clinicians

Ability to navigate system

- Employees

Effective communication

- Employers
- Employees
- Physicians

Knowledge of best practices & processes

- Employers
- Physicians

Facilitate access to services

- Employees

Study Participants Receive

All participants

1. Expert tips for safely working during an injury or illness
2. A library of work-health resources vetted by professionals
3. Access to provider-to-provider Occupational Medicine consults on patient work-health issues
4. Financial compensation for time spent participating in the study

Treatment group participants

5. Up to 6 months of support from a work-health coach
 - a. They bridge health & employment services early in process to help prevent work disability
6. Behavioral Screening & Intervention (EAP)
 - a. Identify and treat risk factors (anxiety, depression, substance use)

Work-Health Coach


Facilitating critical communication and providing resources and support





Health Counselor

Behavioral Screening and Intervention



 Depression

 Anxiety

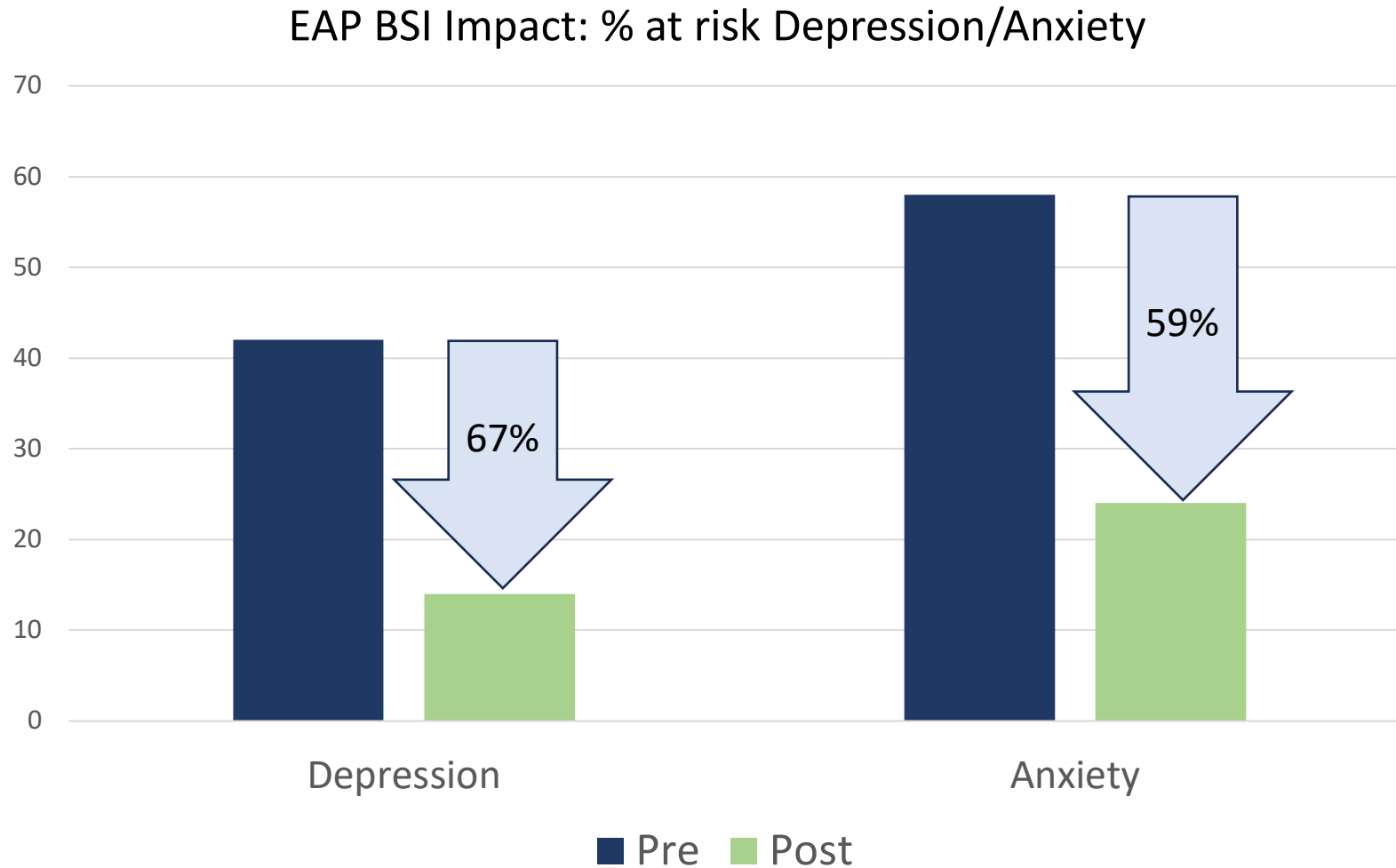
 Substance Use

Risk factors if unaddressed may lead to failed or delayed RTW

In some instances, above risks may have led to loss of work

Intervention
Evidence-based treatment of up to 12 sessions

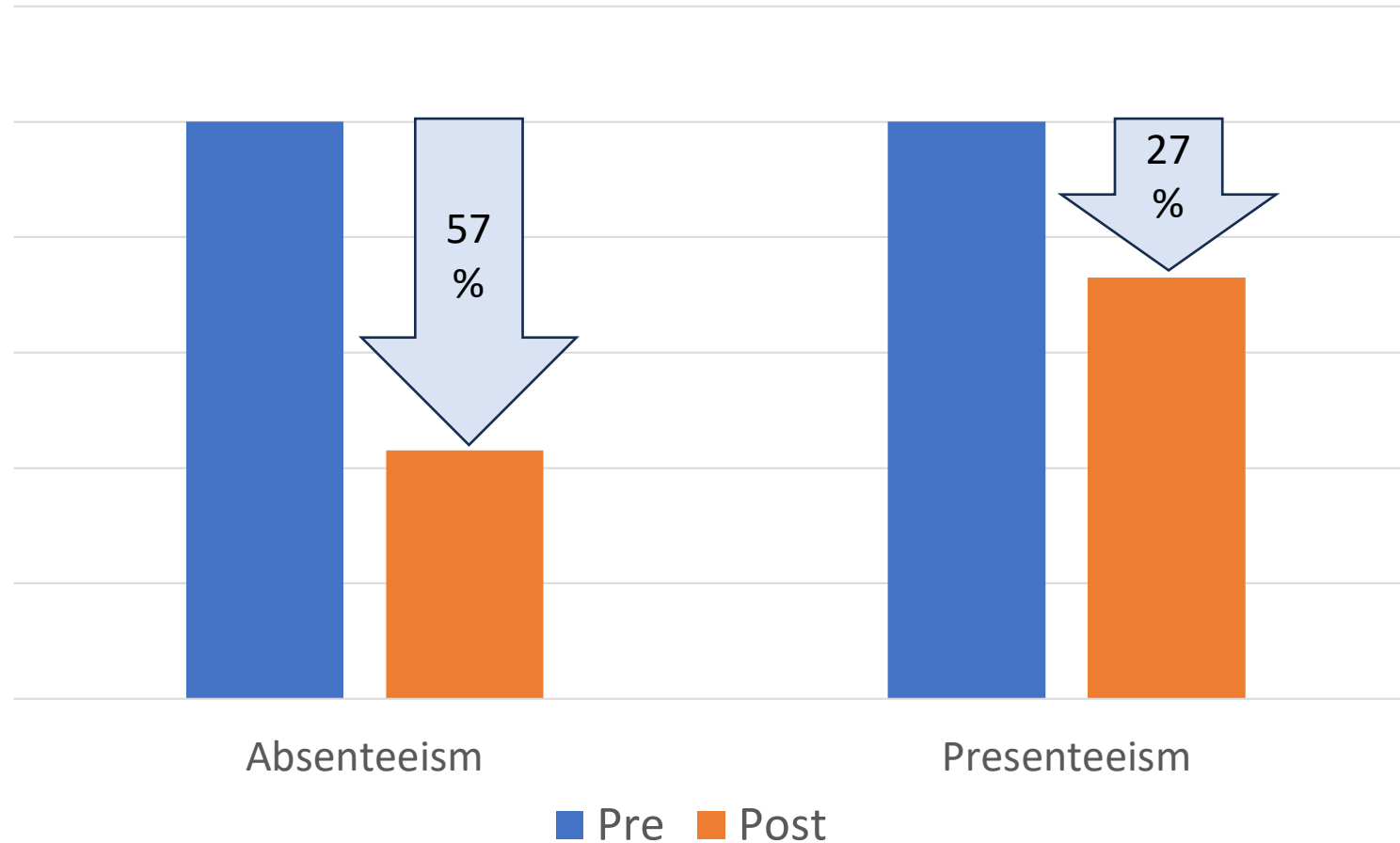
Advanced Disability Management Can Greatly Reduce Depression & Anxiety

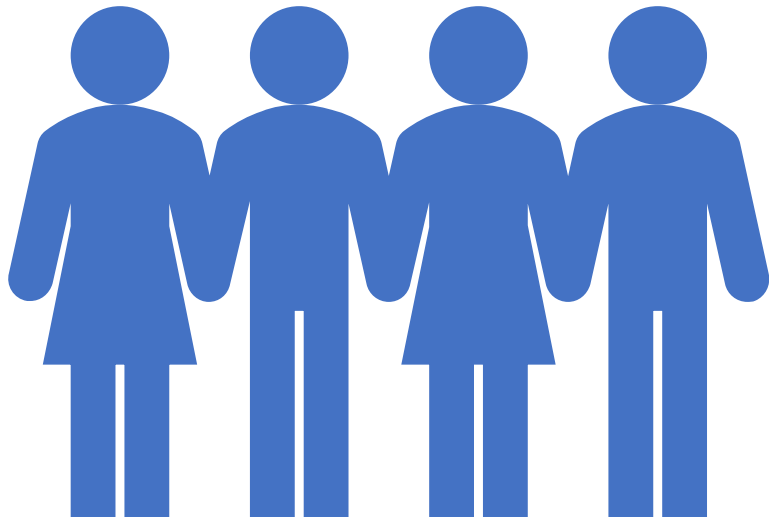


Advanced Disability Management Can Greatly Reduce Absenteeism and Presenteeism



EAP BSI: Impact on Absenteeism/Presenteeism





Connecting
employees to RETAIN

VT RETAIN
supports all
work-related
absences

FMLA

STD

LTD

ADA

Sick Leave

Workers' Compensation



IS YOUR PHYSICAL OR MENTAL HEALTH MAKING IT HARD FOR YOU TO WORK?

Refer these employees to RETAIN
Provide a brochure

You may qualify to receive support through a study VT RETAIN is running.
If you answer "YES" to all the questions below, scan the QR code to complete the screening form. A VT RETAIN Coordinator will contact you.
You will be compensated up to **\$100** for completing the study surveys. Residents outside of Vermont may be eligible.



- Are you 18 years or older?
- Are you working or looking for work?
- Is your physical or mental health making it hard for you to work?

For questions or more information, call **802-829-6482**

Worker contacts RETAIN
Directly or through primary care

Resilient workplace initiative

Coming soon! Certification, functional job descriptions, training in best practices, and more...

Resilient Workplace Certification Program

Best practices to build employee and workplace resilience leading to:

- Positive health outcomes
- Improved morale & productivity
- Fewer workplace injuries



- Assessments
- Strategic Planning and Consultation
- Trainings and Educational Resources
- Policy Templates and Implementation Support



Retaining
Employment
and Talent After
Injury/Illness
Network

*A program managed by the
Vermont Department of Labor*

Thank you